WOTC LiveFile User Guide

For Employers and Employer Consultants

Version 4.0

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AMERICA'S JOB LINK ALLIANCE-
TECHNICAL SUPPORT
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Chapter 1 WOTC Overview

The Work Opportunity Tax Credit (WOTC) is a federal tax credit available to employers who hire individuals from eligible target groups with significant barriers to employment. WOTC LiveFile is an online system that allows employers and employer consultants to apply for and manage WOTC applications and certifications, and allows state workforce agencies (and other participating agencies) to administer the WOTC program.

WOTC applications can only be approved if the employee meets the criteria for one or more WOTC target groups. The IRS and United States Department of Labor (USDOL) have defined these target groups and their criteria. For more information about the WOTC program, visit the USDOL website, www.doleta.gov.

Needs Letters

When WOTC officers determine that supporting documentation is necessary to approve a WOTC certification application, they issue a "Needs" letter, listing the items the employer or consultant must submit for application approval.

Certifications

Employer applications that meet WOTC eligibility requirements are awarded a WOTC certification. There are two types of certifications: "normal" certifications and conditional certifications.

Certification (IRS 8850 Form and ETA 9061 Form)

In the normal process for certification, the employer or consultant uses information provided by the job applicant to complete and submit the IRS 8850 form. Next, the employer or consultant completes and submits the ETA 9061 form.

Conditional Certification (IRS 8850 Form and ETA 9062 Form)

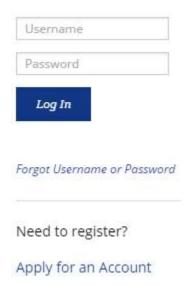
As an incentive for employers to hire persons meeting the eligibility requirements for at least one WOTC target group, participating agencies provide these potential employees with Conditional Certifications. During this process, the information for an ETA 9062 form is completed by a WOTC participating agency. The ETA 9062 form takes the place of the ETA 9061 form that employers are normally required to complete for a WOTC application. The employer or consultant will still need to complete the IRS 8850 form.

Chapter 2 Accessing the System

Log In

WOTC LiveFile is an online system. To access the system, you must have an approved employer or consultant user account. For instructions on applying for an account, please refer to the WOTC LiveFile User Guide – Applying for an Account.

Once you have received your account approval verification email, click the link provided in the email, or copy and paste it into your browser and click the [Enter] key. The WOTC Login page displays. To log in, type your username and password into the Approved User Login area and click **Login**.



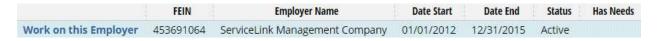
Your username is the email address you provided during account creation. Your password is the password you provided during account creation. If you have forgotten your password, see <u>Retrieve Forgotten Password</u>. **IMPORTANT:** After 3 incorrect password attempts, your account will be locked. To unlock your account, contact your WOTC representative.

Employer Selection (Consultants Only)

Upon logging in or after clicking "Select a Different Employer" in the Employer Tasks Quick Links, consultants are presented with a list of employers with whom they are authorized to work. The list contains identifying information for each employer (FEIN and Employer Name), Power of Attorney (POA) information (Start and End Dates and Active/Inactive status), and whether the employer has been issued "Needs" letters ("Has Needs").

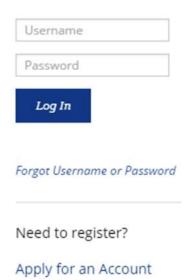
As per federal regulations, consultants must submit current POA information to WOTC offices in order to carry out business for employers. The "Date Start," "Date End," and "Status" fields indicate whether the WOTC office needs to be notified of updated POA information. The Status must be "Active" for the consultant to work with the employer.

To work with an employer, click "Work on this Employer." The Employer Menu page for that employer displays. See <u>Navigating the Employer Menu</u> for more information.

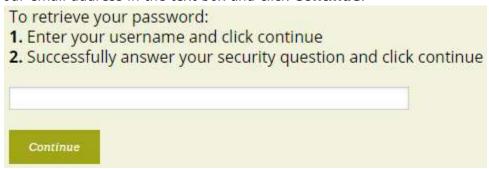


Retrieve Forgotten Password

1. If you have forgotten your password, click the "here" link below the Login button.



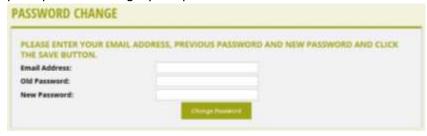
2. Type your email address in the text box and click **Continue**.



3. Type the answer to your security question and click **Continue**.



4. A temporary password will be sent to the email address you specified. After you receive the temporary password email, navigate to the WOTC Login page and use the temporary password to log in. After clicking the Login button, you will be prompted to change your password.



5. Type your email address. In the Old Password text box, type the temporary password. In the New Password box, type your desired password. When you are finished, click **Change Password**. This logs you into the system.

Change Password

Periodically, you will be required to change your password for security purposes. Type your email address and old (current) password into the appropriate text boxes. As you type your new password, you will be prompted to type any special requirements. When you are finished, click **Change Password**. This logs you into the system.



Chapter 3 Navigating the Employer Menu

The Employer Menu page is divided into Employer Tasks, Employer Dashboard, Employer Information, and (for consultants only) the Employer List. The employer and consultant views of the Employer Menu page vary slightly.



Employer Tasks Quick Links

The Employer Tasks area provides "quick links" to the WOTC functions most often used by employers and consultants. These links are only available on the Employer Menu page.

EMPLOYER TASKS

What would you like to do?

Search for an existing application

Add a new application

Search for a conditional certification

Edit current Employer address

Batch Import

Employer Tasks Quick Links – Employer View

Employer Quick Links

- **Search for an existing application:** Search for an application completed by the employer.
- Add a new application: Complete a new application online and submit it to the WOTC office.
- **Search for a conditional certification (ETA 9062 form)**: Search for an employee conditional certification using the certification number and SSN.
- **Edit current Employer address**: Edit the employer information shown on the Employer Menu page and submit the changes to the WOTC office.
- Batch Import: Submit multiple WOTC applications at the same time using a CSV file. This feature is only available upon request. If you have a high volume of applications and IT staff to set up the necessary structures for batch import, contact your WOTC representative. Please refer to Applications for instructions on how to access and use this feature.

Consultant Quick Links

- **Search for an existing application:** Search for an application completed by the employer.
- Add a new application: Complete a new application online and submit it to the WOTC office.
- **Search for a conditional certification (ETA 9062 form)**: Search for an employee conditional certification using the certification number and SSN.
- Apply for access with an Employer: Notify the WOTC office that you have obtained Power of Attorney for another employer. (Please refer to <u>Error! Reference</u> <u>source not found.</u> if you have difficulties applying for or creating an Employer record.)
- **Select a different Employer:** Return to the <u>Employer Selection</u> (Consultants Only) page to select a different employer with which to work.
- **Batch Import:** Submit multiple WOTC applications at the same time using a CSV file. This feature is only available upon request. If you have a high volume of

applications and IT staff to set up the necessary structures for batch import, contact your WOTC representative. Please refer to Applications for instructions on how to access and use this feature.

Employer Tasks Drop-Down

Additional functions are available to employers and consultants in the Employer Tasks drop-down menu in the top left corner of the page. The Employer Tasks drop-down menu is accessible throughout most of the WOTC system.

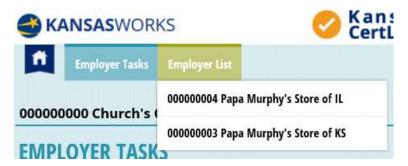
Employer Tasks				
Main Menu				
Seach For an Existing Application				
Add a New Application				
Search for a Conditional Certification				
Batch Print Certifications				
Batch Print Needs				
Batch Print Denials				

- Main Menu: Return to the Employer Menu page.
- **Search for an existing application:** Search for an application completed by the user.
- Add a new application: Complete a new application online and submit it to the WOTC office.
- **Search for a conditional certification (ETA 9062 form)**: Search for an employee conditional certification using the certification number and SSN.
- Batch Print Certifications: Print approved WOTC certifications in PDF format.
- **Batch Print Needs:** Print PDF documents describing the documentation or information WOTC officers need ("Needs" Letters).
- **Batch Print Denials:** Print denied WOTC certifications (and the reasons why they were denied) in PDF format.

Employer List Drop-Down (Consultant Only)

Consultants have an Employer List drop-down menu next to the Employer Tasks drop-down, which lists the employers with which the consultant is authorized to work. To work with a different employer, click the employer name in the Employer List drop-down. The Employer

List is an alternative to the "Select a different Employer" option in the Employer Tasks Quick Links. The Employer List is often the quicker option for consultants who are authorized to work with just a few employers. If you are authorized to work with hundreds of employers, the "Select a different Employer" option will likely be quicker.



Employer Dashboard

The Employer Dashboard provides quick totals of items of interest to employers and consultants. Clicking an item opens the Application Search page, pre-filled with the appropriate search criteria.



- **Certifications that need to be printed:** The total number of certification applications approved by WOTC that have not yet been marked as printed.
- Approved in the last 30 days: The total number of certification applications approved by WOTC in the last 30 days.
- **Denied in the last 30 days:** The total number of certification applications denied by WOTC in the last 30 days.
- **Rescinded approval in the last 30 days:** The total number of approved certification applications that were rescinded in the last 30 days.

- **Still in draft and not submitted to WOTC:** The total number of certification applications in the system that are still in draft mode.
- **Pending WOTC Approval:** The total number of certification applications that are still pending WOTC approval.
- **Approved:** The total number of certification applications approved.
- **Denied:** The total number of certification applications denied.
- **Rescinded Approval:** The total number of certification applications rescinded.
- **Needs letters that need to be printed:** The total number of applications that are incomplete or need additional documentation for certification.

Employer Information

As mandated by federal guidelines, employers and consultants must keep their Power of Attorney information up to date in order to apply for WOTC benefits. The Employer Information area of the Employer Menu page provides a reminder of the latest information you have provided. If the latest Power of Attorney documents are expired, you will not be able to enter new applications.

EMPLOYER INFORMATION

000000000 Church's Chicken 329 East 4th Hutchinson, KS 67501 Azad, Manager, N/A 620-663-1721

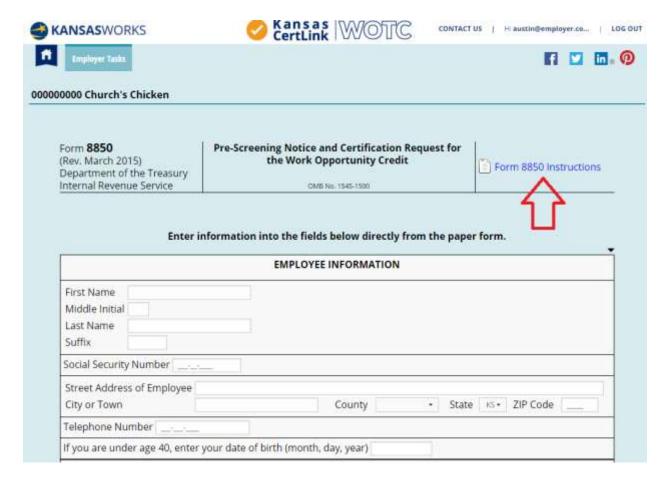
There is no current POA for this employer.

Chapter 4 Adding New Applications

1. On the Employer Menu page, in the Employer Tasks section, click "Add a new application."



2. Complete the IRS 8850 online form. To print the instructions provided by the IRS, click "Form 8850 Instructions" in the top-right corner of the page. NOTE: When completing online forms in the WOTC system, use the [Tab] key to move to the next text box. Do NOT use the [Enter] key. Using the [Enter] key will result in lost data.



3. When you are finished, click **Continue**.

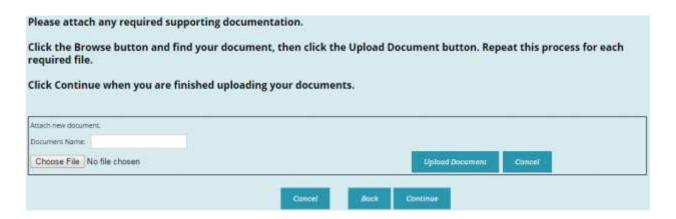
a. If the form is not properly completed, an error message will appear at the top of the page with instructions for correcting the needed items. Correct the items and click **Continue**.

Group	If, based on the individual's age and home address, he or she is a member of group 4 or 6 (as described under Members of Targeted Groups in the separate instructions), enter that group number (4 or 6).						
Number	Number (This value related to the individual's age and home address is filled automatically upon entering ZIP code, date of birth, and "was hired" date. Please make sure your paper application reflects number.)						
Date applicant:	Gave Was offered Was Started job hired job						
Cancel Delete Continue							

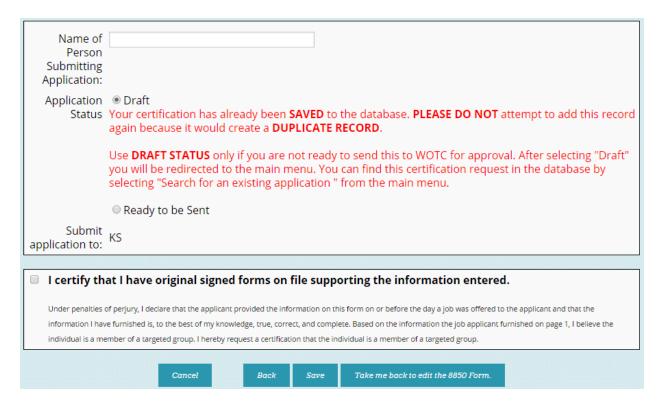
- 4. Complete the ETA 9061/9062 online form. When you are finished, click **Continue**.
 - a. If the form is not properly filled out, an error message will appear at the top of the page with instructions for correcting the needed items. Correct the items and click **Continue**.

U.S. Department Labor Employment and Training Administration (Rev. August 2015)	Individual Characteristi Work Opportunity T	OMB No. 1205-0371 Expiration Date: August 31, 2018		
(New York 2013)	Enter information into the field the paper for			
1. Control Number (For Agency use only)		2. Date Received (For Agency Use only)		
	EMPLOYER INFORI	MATION		
3. Employer Name	4. Employer Address and Telephone	5. Employer Federal ID Number (EIN)		
Church's Chicken	329 East 4th Hutchinson, KS 67501 620-663-1721	00000000		
	APPLICANT INFOR	MATION		
6. Applicant Name (Last, First, M	7. Social Security Number.	8. Have you worked for this employer befo Yes ○ No		
Good, Johnny B	222-33-2233	If YES, enter last date of employment.		

- 5. If electronic supporting documentation needs to be submitted with this application, click Browse or Choose File to find the document and then click Upload Document. You may attach multiple documents. Once a document is attached, you are not able to delete it from the application.
 - a. To open an attached document, click **View or Download**.
 - b. To change the name of the attached document, click **Edit**.
 - c. After uploading all necessary documentation, click **Continue**.



- 6. Type the name of the person submitting the application.
 - a. If the application is not ready for submission to WOTC, select "Draft" and click Save. You may edit the application later by doing a search for an existing application.
 - b. If the application is ready for submission to the WOTC office, select "Ready to be Sent." Select the box next to the statement "I certify that I have original signed forms on file supporting the information typed." Please note that you will be unable to modify this application after submission. Click **Save**.



- 7. Carefully read the submission confirmation message to ensure no other steps are necessary. A red message indicates an urgent warning.
 - a. If the user desires to view the application, it will be in "Pending" status.
 - b. For a list of required documentation, click **Needs/Denial Letter**.

- i. You can upload documentation to the application on this same screen by clicking **Upload Documents**.
- c. To save or print a PDF Proof-of-Submission Letter for your records, click **Proof of Submission**.



Application Status

Each application is assigned a status, which refers to where the application currently is in the WOTC processing cycle.

The application statuses are as follows:

- 1. **Employer Draft:** Incomplete and not yet submitted.
- 2. **Pending:** Submitted, but not yet processed.
- 3. **Hiatus:** Submitted, but not yet processed due to state or federal mandates. For example, the sunset of a target-group's enabling legislation and the expectation of new legislation to renew it.
- 4. **Approved:** A processed application that has been certified.
- 5. **Denied:** A processed application that has been assigned a reason for denial. If the application was denied on the basis of insufficient supporting documentation and the employer or consultant submits documentation proving eligibility, a WOTC officer is able to change the status of the application from "Denied" to "Approved."
- Rescinded Approval: A processed application that was certified, but is later determined to have been ineligible. In this case, the application's approval is rescinded.

Chapter 5 Searching for an Application

1. On the Employer Menu page, in the Employer Tasks section, click "Search for an existing application."



- 2. Type or select the desired search criteria. You can search using partial information. For example, typing "ch" into the "First Name" text box will return all applications where the first name begins with "ch."
- 3. To view all new activity (status changes) during a date range, type the start date in the "Status Change Date" box and type the end date in the "through" box or select a date range.



- 4. Review your search results. Several documents (HTML form and PDF) are available from the search results page.
 - a. To open the online IRS 8850 Form, in the Form column, click "Form 8850."
 - i. Submitted applications are read-only (cannot be edited).
 - ii. Applications that have **not** been submitted may be edited.
 - b. To add or view supporting documentation to applications that have **not** been approved or denied, click "My Documents."
 - c. To generate a PDF letter enumerating all documentation necessary for certification, click "Req Docs."
 - d. To generate a PDF copy of the Proof of Submission Letter, click "Sub Letter."
 - e. To generate a PDF copy of the current application's IRS 8850 form, click "Form 8850."
 - f. To generate a PDF copy of supporting documentation required for certification, click "Needs."

g. To generate a PDF copy of the ETA 9062 form, click "Form 9062." This is only available for applications that began as Conditional Certifications.

▼ Employee	Certification No.	Birthdate	Status Change Date	Start Date	Status	Form 8850	Documents
Good, Johnny B	2016-05-00001		05/12/2016	02/06/2016	Pending	Form 8850	My Documents Req Docs Sub Letter Form 8850 Needs

Chapter 6 Searching for Conditional Certifications

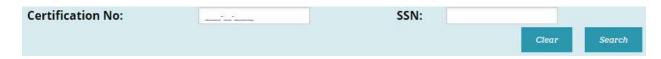
Conditional Certifications are created by participating agencies for employees that fit the criteria for certain target groups. This Conditional Certification is given to the employee.

When a company employs a person with a Conditional Certification, the employer or consultant should perform a search using the Certification Number (printed on the Conditional Certification) and Social Security Number for the employee.

1. On the Employer Menu page, in the Employer Tasks section, click "Search for a conditional certification."



2. Type the employee's Certification Number and Social Security Number. Click **Search**.



- 3. Review the search results. If the correct employee was found, you have the following options:
 - a. To edit values on the 8850 form and provide required employment information (wage and occupation) in pursuit of submitting a WOTC application, click "Edit Form 8850."
 - b. To generate a PDF version of the 9062 form, click "View Form 9062." Because a 9062 form has already been filled out by a participating agency, the employer or consultant does not need to type a 9061 form (which is generally required for WOTC applications).

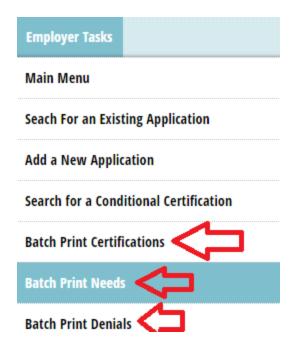
CONDITIONAL CERTIFICATIONS You can search for conditional certifications by entering the control number located in Box 2 of the Conditional Certification and SSN printed on the paper forms received from your employee. Both certification number AND SSN are required to view a conditional certification. Certification No: SSN: 123456789 Clear Search Form 9062

No records meet your criteria.

Chapter 7 Batch Printing Letters

- 1. To print multiple letters at one time, choose the type of certification you want to print from the options below:
 - a. Certification Letters
 - Click "certifications that need to be printed" in the Employer
 Dashboard (on the Employer Menu page) or "Batch Print Certifications"
 in the Employer Tasks drop-down menu.
 - b. "Needs" Letters
 - i. Click "needs letters that need to be printed" in the Employer
 Dashboard (on the Employer Menu page) or "Batch Print Certifications"
 in the Employer Tasks drop-down menu.
 - c. Denial Letters
 - i. Click "Batch Print Denials" in the Employer Tasks drop-down menu.





- 2. To search for the letters you want to print, type or select the desired search criteria. Click **Search**.
 - a. To return only documents you have not marked as "Printed" select the "Unprinted Only" check box.
 - b. The Form Version drop-down only displays for Batch Print Certifications. Only one certification form version can be printed at a time. Choose the form revision date of the form from the drop-down.



3. Review the search results. Select the check box in the Print Certification column for the letters you would like to print. To generate a PDF copy of all letters with the "Print Certification" box checked, click **Print Selected [Letter Type]**, where [Letter Type] is "Certifications," "Needs Letters," or "Denials."



a.

4. After you have printed hard copies of the letters from the PDFs, click **Mark these documents printed**. The next time you search for letters with the "Unprinted only" check box selected, your search results will not include these letters. To include these letters, uncheck the "Unprinted only" check box.



Chapter 8 Appendix – Batch Importing Applications

The WOTC Batch Import function is intended for employers and consultants who process a large volume of applications. It is only available upon request and requires your own IT staff for setup. If you would like to set up the Batch Import function, contact your WOTC representative.

Creating Batch Files

Batch files must be comma-separated. When creating batch files, refer to the Batch Import Data Dictionary (WOTC_DataDictionary.xls). It contains the list of data elements that can be imported into the system.

The batch import file requires a header row listing the data element names. The order of the header columns does not matter. However, the application column order must match the header column order exactly. Also, each application row must contain the same number of columns as the header row. The "string" data columns (columns containing alphanumeric text) should be delimited with double quotes unless there is no column value. Any data column without a value should be left blank. In the following example, the "MI" column has no value for ("Jane",, "Smith") or ("James",, "Smith").

Batch Import File example:

```
EmployerFEIN, ExternalIdentifier, FirstName, MI, LastName, Suffix, SSN, AppDOB, AddressLine1, City, CountyCode, StateID, etc...
"201834271", "TestExtID01", "John", "T", "Smith", "Jr.", "1111111111", 01/01/1970, "123 First
Street", "Satanta", "Haskell", 17, ...
"201834271", "TestExtID02", "Jane", , "Smith", , "1111111112", 01/01/1970, "123 Second Street", "Satanta", "Haskell", 17, ...
"201834271", "TestExtID03", "James", , "Smith", "Sr.", "1111111113", 01/01/1970, "123 Third
Ave.", "Satanta", "Haskell", 17, ...
```

The following data elements are required in the batch import file:

Element Name	Element Description	Data Type	Data Size	Validation	Value Listing
Externalldentifier	Local identifier from originating system. This allows the two systems to link records for future concerns.	string	50	Required	
FirstName	First name of applicant.	string	30	Required.	
LastName	Last name of applicant.	string	50	Required.	
SSN	Social security number of applicant.	string	9	Required. Digits only without any formatting.	
EmployerFEIN	FEIN of submitting employer.	string	9	Required. Digits only without any formatting.	

EmployerID	ID of WOTC system employer record.	integer	Required.	See "EmployerID" in Batch Import Data Element Value List "Available Employers, POAs and Signators for
				user employer employer".

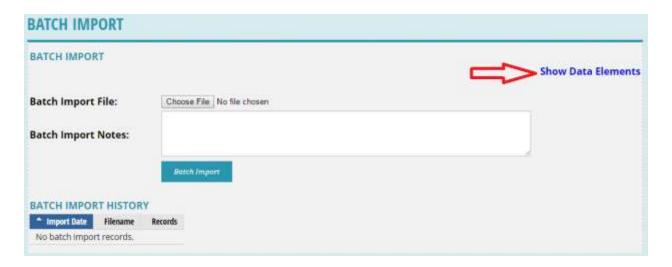
The EmployerFEIN, EmployerID, POAID, and SignatorID must be in the list of "Available Employers, POAs and Signators for user..." in the "Batch Import Data Elements" page for the user performing the batch import. If the Employer is "Self-Representing" then the SignatorID should be blank.

Importing Batch Files

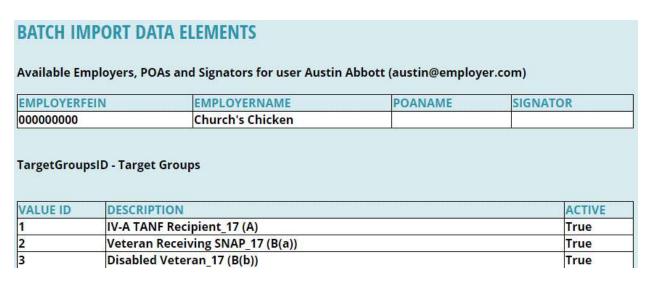
- 1. After you have created your batch file, you may import it into the WOTC system. You must have a WOTC user account to import applications as a batch file. If you do not have an account, create one by following the instructions in Chapter 2 Error! Reference source not found.
- 2. Log into the WOTC system. If you're a consultant, navigate to the desired employer. On the Employer Menu page in the Employer Tasks area, click **Batch Import**.



 The import file will contain many values specific to the WOTC system. To view an up-to- date listing of all of these values including your account values (EmployerID, POAID and SignatorID), click the "Show Data Elements" link.



4. Use the information provided on the Batch Import Data Elements page along with the WOTC Data Dictionary (see WOTC_DataDictionary.xls) to create and populate the Batch Import File. Include either (a) actual WOTC values or, preferably, (b) actual WOTC values where the personally-identifiable information (e.g., SSN, Phone number, name, etc.) has been obscured or changed.



5. On the batch import page, click the **Browse** button. Locate and select your batch import file on your computer. You may type a comment in the Batch Import Notes box. Click the **Batch Import** button. Your file is parsed and evaluated for errors. No application records have been imported into the system yet.



- 6. Review the import status of each application. The application statuses are shown in the same order as they appear in the batch import file. The "No." column refers to the line number in the batch import file. The "Reference" column contains the "ExternalIdentifier" value. The "Details" column will show any errors or warnings that occurred for the application.
 - a. If the batch import file contains errors as shown below, the "Continue Batch Import" button will not display. Correct the errors in your original batch import file and upload the revised file. If you need assistance, contact your WOTC IT contact.



b. If the batch import file does not contain any errors, you will see a "Continue Batch Import" button as shown below. To import all of the applications contained in the batch

file, click Continue Batch Import.



7. The imported applications will automatically be placed in the normal application workflow. A results page displays.

